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PAY BASED ON WORK OUTPUT
IN YUGOSLAV PUBLIC TRANSPORT ENTERPRISES

The problem of pay based on work output is to be applied only to public transportation enterprises and motor vehicle repair enterprises which are members of the higher economic association concerned. So far, only the public motor transportation enterprises in Rijeka Oblast have introduced pay based on work output.

At the last meeting of the higher economic association it was decided that representatives of all member enterprises should convene in Zagreb to work out a pay system based on work output. The latter meeting, held last month, decided on measures to carry out the pay system.

The pay system based on work output is to include the entire operating personnel: drivers, drivers' helpers, and conductors. Separate systems have been worked out for paying mechanics, and personnel of auto servicing enterprises.

For more accurate accounting, average daily kilometers, utilization of kilometers for freight, and utilization of carrying capacity are to be taken into consideration. Transportation is to be divided into intercity transportation, local transportation, and special transportation such as transport of lumber, stone, etc.

An individual norm per ton of utilized capacity is to be established for motor vehicles with trailers.

Operating personnel are to receive 16.8 dinars per hour for each hour in which work output fulfills that called for by the plan. An additional 35 percent will be paid for overtime hours called for by the plan. When the plan is exceeded, pay is to be higher in proportion to the percentage of overfulfillment; in cases where work output is below the plan, pay is to be decreased correspondingly. The maximum possible decrease in pay is to be 20 percent.

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Mechanics employed on repair jobs are to receive pay based on their work output as determined by the finished job they do on vehicles they repair. To determine this, it will be necessary to assign permanent brigades to service the same vehicles. These brigades are to be responsible for maintaining vehicles in perfect running condition. Pay of mechanics is to be decreased or increased depending on the percentage of deviation from perfect running condition allowed by the plan. Pay can be reduced no more than 20 percent if cars are maintained in less than perfect running order. It can be increased 5 percent for each one percent achieved above the perfect running order called for by the plan, and 3 percent for each percent over 10 percent achieved above the perfect running order called for by the plan.

The following steps are to be taken by motor vehicle repair enterprises to introduce pay based on work output:

1. Jobs are to be divided into categories on the basis of qualifications required for performing jobs within them.
2. Work-hours for each category are to be determined in accordance with norms established by the enterprises.

All vehicle repair enterprises that are members of the higher economic association have received official regulations on how to establish norms. Enterprises are to submit the breakdown into categories to the Main Directorate by 15 September 1951.

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